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AN ORDINANCE of the Common Council
fixing, establishing and ratifying
compensation for certain City
employees in the Parks & Recreation
Department of The City of Fort Wayne,
Indiana, represented by The
International Brotherhood of
Electrical Workers Local #723.

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WHEREAS, this Council is required to approve all
collective bargaining decisions with regard to annual pay and
monetary fringe benefits; and

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WHEREAS, such compensation for employees of the City of
Fort Wayne, Indiana, represented by the International
Brotherhood of Electrical Workers Local #723 has been arrived
at pursuant to agreements reached by and between the City and
the International Brotherhood of Electrical Workers Local
#723, in accordance with collective bargaining as authorized
and envisioned by the City's salary ordinances; and

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WHEREAS, said agreement is for three (3) years, but
pursuant to Indiana law, the compensation provided for therein
must be annually ratified; and

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WHEREAS, the Common Council desires to express its
approval of the proposed three (3) year compensation package;
and

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WHEREAS, this ordinance is necessary to ratify, fix and
establish such compensation for said employees in the Parks
and Recreation Department represented by the International
Brotherhood of Electrical Workers Local #723 for the year
1990.

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NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF
THE CITY OF FORT WAYNE, INDIANA:

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SECTION 1. Commencing January 1, 1990, said
compensation shall be as reflected in Wage Schedule A attached
hereto and made a part hereof.

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2 SECTION 2. Commencing January 1, 1990, the City will
3 pay employee's PERF contribution (3% of gross pay);
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5 SECTION 3. Commencing January 1, 1990, employee
6 copayment of health insurance premium shall be as follows:
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8 1/1/90, \$120/year per employee;
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10 1/1/91, \$240/year per employee;
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12 1/1/92, \$240/year per employee.
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14 SECTION 4. The proposed wage increases for 1991 and
15 1992 are hereby approved subject to the legal requirements of
16 annual ratification of compensation rates for all municipal
17 employees.
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19 SECTION 5. This Ordinance shall be in full force and effect
20 from and after its passage and any and all necessary approvals
21 by the Mayor.
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23 
24 Councilmember
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26 APPROVED AS TO FORM
27 AND LEGALITY
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30 J. Timothy McCaulay, City Attorney
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IBEW Local 723 - Parks & Recreation Department
Wage Schedule A - Effective January 1, 1990

Effective January 1, 1990 and continuing for the life of this agreement, the City shall pay the employee's portion of PERP contributions. Hourly wage rates for bargaining unit employees shall be as follows:

<u>Title</u>		<u>First 12 Months</u>	<u>Over 12 Months</u>
Working Leader (Heavy Equipment, Street Tree, Zoo, Garage, Areas Maintenance)	\$ 8.907	\$ 9.957	"
Drafting/Engineering Technician	"	"	"
Security Electrician	"	"	"
Carpenter	8.182	9.232	"
Draftsperson	"	"	"
Electrician	"	"	"
Fleet Mechanic	"	"	"
Greenhouse Gardener	"	"	"
Grounds Maintenance A	"	"	"
Heavy Equipment Operator	"	"	"
High-Ranger Operator	"	"	"
Landscape Gardener	"	"	"
Mason-Carpenter	"	"	"
Painter	"	"	"
Park Person A	"	"	"
Plumber	"	"	"
Small Motor Mechanic	"	"	"
Welder	"	"	"
General Construction	7.968	9.018	"
Gardener	"	"	"
Painter B	"	"	"
Plumber B	"	"	"
Recreation Stock Person	"	"	"
Special Equipment Operator (Heavy Equipment-Street, Tree)	"	"	"
Ball Diamond Person	7.627	8.677	"
Garbage Truck Operator	"	"	"
Grounds Equipment Operator	"	"	"
Grounds Maintenance B	"	"	"
Maintenance Person B	"	"	"
Mechanic Helper	"	"	"
Park Person C	"	"	"
Recreation Leader A, Sr. Ctr.	"	"	"
Relief Person	"	"	"

1990 Wage Schedule - Continued

Gardener Helper	7.328	8.378
Greenhouse Helper	"	"
Park Helper	"	"
Stockroom Helper	"	"
Tree Crew Helper	"	"

Part-time & Seasonal Employees; one through five years' service:

1st year =	\$3.68/hour
2nd year =	3.78/hour
3rd year =	3.93/hour
4th year =	4.03/hour
5th year =	4.18/hour

IBEW Local 723 - Parks & Recreation Department
Wage Schedule B - Effective January 1, 1991

Effective January 1, 1990 and continuing for the life of this agreement, the City shall pay the employee's portion of PERP contributions. Hourly wage rates for bargaining unit employees shall be as follows:

<u>Title</u>		First 12 Months	Over 12 Months
Working Leader (Heavy Equipment, Street Tree, Zoo, Garage, Areas Maintenance)	\$ 9.352	\$ 10.455	"
Drafting/Engineering Technician	"	"	"
Security Electrician	"	"	"
Carpenter	8.591	9.694	"
Draftsperson	"	"	"
Electrician	"	"	"
Fleet Mechanic	"	"	"
Greenhouse Gardener	"	"	"
Grounds Maintenance A	"	"	"
Heavy Equipment Operator	"	"	"
High-Ranger Operator	"	"	"
Landscape Gardener	"	"	"
Mason-Carpenter	"	"	"
Painter	"	"	"
Park Person A	"	"	"
Plumber	"	"	"
Small Motor Mechanic	"	"	"
Welder	"	"	"
General Construction	8.366	9.469	"
Gardener	"	"	"
Painter B	"	"	"
Plumber B	"	"	"
Recreation Stock Person	"	"	"
Special Equipment Operator (Heavy Equipment-Street, Tree)	"	"	"
Ball Diamond Person	8.008	9.111	"
Garbage Truck Operator	"	"	"
Grounds Equipment Operator	"	"	"
Grounds Maintenance B	"	"	"
Maintenance Person B	"	"	"
Mechanic Helper	"	"	"
Park Person C	"	"	"
Recreation Leader A, Sr. Ctr.	"	"	"
Relief Person	"	"	"

1991 Wage Schedule - Continued

Gardener Helper	7.694	8.797
Greenhouse Helper	"	"
Park Helper	"	"
Stockroom Helper	"	"
Tree Crew Helper	"	"

Part-time & Seasonal Employees; one through five years' service:

1st year =	\$3.86/hour
2nd year =	3.97/hour
3rd year =	4.13/hour
4th year =	4.23/hour
5th year =	4.39/hour

IBEW Local 723 - Parks & Recreation Department
Wage Schedule C - Effective January 1, 1992

Effective January 1, 1990 and continuing for the life of this agreement, the City shall pay the employee's portion of PERF contributions. Hourly wage rates for bargaining unit employees shall be as follows:

<u>Title</u>		<u>First 12 Months</u>	<u>Over 12 Months</u>
Working Leader (Heavy Equipment, Street Tree, Zoo, Garage, Areas Maintenance)	\$ 9.820	\$ 10.978	"
Drafting/Engineering Technician	"	"	"
Security Electrician	"	"	"
Carpenter	9.021	10.179	"
Draftsperson	"	"	"
Electrician	"	"	"
Fleet Mechanic	"	"	"
Greenhouse Gardener	"	"	"
Grounds Maintenance A	"	"	"
Heavy Equipment Operator	"	"	"
High-Ranger Operator	"	"	"
Landscape Gardener	"	"	"
Mason-Carpenter	"	"	"
Painter	"	"	"
Park Person A	"	"	"
Plumber	"	"	"
Small Motor Mechanic	"	"	"
Welder	"	"	"
General Construction	8.784	9.942	"
Gardener	"	"	"
Painter B	"	"	"
Plumber B	"	"	"
Recreation Stock Person	"	"	"
Special Equipment Operator (Heavy Equipment-Street, Tree)	"	"	"
Ball Diamond Person	8.408	9.567	"
Garbage Truck Operator	"	"	"
Grounds Equipment Operator	"	"	"
Grounds Maintenance B	"	"	"
Maintenance Person B	"	"	"
Mechanic Helper	"	"	"
Park Person C	"	"	"
Recreation Leader A, Sr. Ctr.	"	"	"
Relief Person	"	"	"

1992 Wage Schedule - Continued

Gardener Helper	8.079	9.237
Greenhouse Helper	"	"
Park Helper	"	"
Stockroom Helper	"	"
Tree Crew Helper	"	"

Part-time & Seasonal Employees; one through five years' service:

1st year =	\$4.05/hour
2nd year =	4.17/hour
3rd year =	4.34/hour
4th year =	4.44/hour
5th year =	4.61/hour

Admn. Appr. _____

DIGEST SHEET

S-90-01-28

TITLE OF ORDINANCE: Ordinance approving Agreement between
The City of Fort Wayne and the International Brotherhood of
Electrical Workers Local 723 and Wage Schedules for 1990,
1991, and 1992.

DEPARTMENT REQUESTING ORDINANCE: Personnel - 1-17-90

SYNOPSIS OF ORDINANCE: Provides for wage rates as follows:

Effective 1-1-90 - City will pay employees' PERF contributions (3%), wage rates remain at 1989 level, per attached Schedule A.

Effective 1-1-91 - wage rates increase 5 percent over 1990 rates, per attached Schedule B.

Effective 1-1-92 - wage rates increase 5 percent over 1991 rates, per attached Schedule C.

Seasonal employees join union after 90 days instead of 45 days.

Seasonal employees are eligible for fringe benefit accrual after 7 months instead of 6 months.

Insurance copayment increased from \$60 to \$120/yr for 1990; to \$240/yr. for 1991 and 1992.

Vacation schedule change: 3 weeks after 6 yrs instead of 7;
5 weeks after 20 yrs instead of
25 yrs.

Personal time increased from 2 days/yr to 3 days/yr after 5 yrs service.

EFFECT OF PASSAGE: Wage and benefit increases as above;
increased flexibility in management of seasonal employees.

EFFECT OF NON-PASSAGE: Wage and benefit levels, and seasonal employee provisions, remain at 1989 levels.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS):

1990 - Employees' PERF Contribution = \$45,300; savings of
\$5,160 thru increased insurance copayment;

1991 - 5% increase = \$75,501; savings of \$10,320 thru
increased insurance copayment;

1992 - 5% increase = \$79,276.

ASSIGNED TO COMMITTEE (PRESIDENT) _____

BILL NO. S-90-01-28

REPORT OF THE COMMITTEE ON FINANCE

THOMAS C. HENRY, CHAIRMAN
DONALD J. SCHMIDT, VICE CHAIRMAN
BRADBURY, BURNS, GIAQUINTA

Copy of Wards

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) RESOLUTION of the Common Council
fixing, establishing and ratifying compensation for certain
City employees in the Parks and Recreation Department of The
City of Fort Wayne, Indiana, represented by The International
Brotherhood of Electrical Workers Local #723

HAVE HAD SAID (ORDINANCE) RESOLUTION UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) RESOLUTION

DO PASS

DO NOT PASS

ABSTAIN

NO REC

Janet H. Bradbury

Cletus R. Edwards

Samuel F. Talanico

Mark R. Rose

Melvin G. Quinta

Dan M. Burns

Patsy Long

DATED: 2-13-90

Sandra E. Kennedy
City Clerk

Read the first time in full and on motion by Nancy, seconded by Dalton, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on , the , day of , 19 , at o'clock .M., E.S.T.

DATED: 1-23-90

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Henry, seconded by Broadbent, and duly adopted, placed on its passage. PASSED LOST by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>7</u>	<u>1</u>	<u> </u>	<u>1</u>
BRADBURY	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
BURNS	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
EDMONDS	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
GIAQUINTA	<u> </u>	<u>✓</u>	<u> </u>	<u> </u>
HENRY	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
LONG	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
REDD	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
SCHMIDT	<u> </u>	<u> </u>	<u> </u>	<u>✓</u>
TALARICO	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>

DATED: 2-13-90

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL) (SPECIAL) (ZONING MAP) ORDINANCE RESOLUTION NO. J-40-90 on the 13th day of February, 1990,

Sandra E. Kennedy ATTEST
SANDRA E. KENNEDY, CITY CLERK

SEAL
Charles S. Reed
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 14th day of February, 1990, at the hour of 11:30 o'clock A.M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 15th day of February, 1990, at the hour of 1:30 o'clock P.M., E.S.T.

Paul Helmke
PAUL HELMKE, MAYOR